



ESG Policy Framework

Version Control Table

Version Number	Date	Comment
1.0	24 June 2024	Approved by CEO
2.0	26 June 2025	Approved by CEO

Purpose and scope

Purpose

At Evoca Group, our policy framework serves as a cornerstone of our commitment to integrity, accountability, and excellence. It provides clear guidance and expectations for employees, managers, and stakeholders, fostering a culture of transparency, responsibility, and continuous improvement. Through our policies, we aim to go beyond compliance with legal and regulatory requirements, promote ethical behavior and respect for diversity, prioritize the health and safety of our workforce and supply chain workers, and contribute to environmental sustainability. By upholding these standards, we strive to build trust, drive operational excellence, and make a positive impact on our employees, communities, and the world.

Scope

This Environment, Social, and Governance (hereafter “ESG”) policy framework (hereinafter referred to as the “policy framework”) applies to any director, executive, employee, collaborator of all companies of the Evoca Group, this latter composed of Evoca S.p.A. and all its direct or indirect subsidiaries worldwide (all and each of them also referred to as “Evoca”), as well as to other individuals or companies performing duties on behalf of or for Evoca, whether or not directly employed by this latter.

Through our sustainable procurement program, we extend these values to companies and partners within our value chain.

General principles

Our policy framework is rooted in our code of ethics which applies to all employees and stakeholders of the Evoca Group. This framework establishes a high level set of guidelines, expectations, and targets for relevant ESG subjects, and delegates the responsibility to appropriate leaders within and operating with the business. . This strategic approach enables effective long-term business and sustainability planning and achieves the following objectives:

- Compliance and regulations: adhere to applicable ESG laws, regulations, and standards in the regions where we operate.
- Risk assessment and management: regularly conduct ESG risk assessments and materiality analysis to identify potential hazards and implement effective risk management strategies to mitigate our effects on the communities where we operate in.
- Accountability and responsibility: our policies establish clear roles and responsibilities for employees, managers, and leadership, promoting accountability at all levels of the organization. We hold ourselves accountable for our actions and decisions, and recognize the effect they may have on our stakeholders and the communities in which we operate in.
- Continuous improvement: we are committed to regularly reviewing and updating our policies to reflect changes in laws, regulations, industry standards, and best practices, we continuously improve our performance, and ensure the effectiveness and relevance of our policies over time by implementing the PDCA (Plan-Do-Check-Act) cycle and integrating best practices.
- Communication of standards: by clearly articulating our policies and procedures, we ensure that employees understand what is expected of them and can consistently apply these standards across all areas of our organization.

- Disclosure and transparency: transparent communication, including our sustainability report, fosters trust and collaboration among employees, management, and stakeholders.
- Stakeholder engagement: we actively engage stakeholders—employees, customers, suppliers, partners and the community—to promote environmental, social, and governance awareness, training and responsible practices. This engagement involves meaningful dialogues, feedback solicitation, and collaborative initiatives supporting sound ESG stewardship.
- Alignment with our values: our policies are rooted in the core values and principles that define who we are as a company. They reflect our commitment to integrity, respect, diversity, sustainability, and innovation, guiding our decisions and actions in everything we do.

Environment

The present environmental policy establishes a framework for Evoca's commitment to sound environmental stewardship. It outlines our dedication to minimizing our environmental footprint, conserving resources, and ensuring sustainable practices throughout our value chain, including our production operations and business facilities, the design and delivery of our products and services, distribution and logistics, waste management, and the responsible engagement of our suppliers, service providers, and contractors.

Evoca is committed to

- Embedding environmental considerations into business decision-making, planning, and investment
- Continuously improving environmental performance through innovation, efficiency, responsible resource management and proactive risk management. Energy, waste and water audits are conducted to identify opportunities for improvements
- Setting measurable objectives and targets to reduce environmental impacts and regularly evaluating performance
- Complying with all applicable environmental laws, regulations, international standards and anticipating emerging legislative trends
- Promoting a culture of environmental awareness among employees, partners, and stakeholders
- Contributing to the transition toward a lower-carbon and circular economy

Our principles and objectives include:

- **Energy consumption & GHG:** Implement measures to reduce energy consumption and GHG emissions. A long-term ambition to contribute actively to global climate neutrality targets by progressively transitioning to cleaner energy sources, optimising production systems, distribution and logistics and reducing emissions throughout the value chain.
- **Resource efficiency:** Optimise the use of resources, including energy, water, and raw materials, and reducing waste, air pollution and emissions. Our approach focuses on minimizing the environmental impact of raw material use, identifying actions to reduce waste and emissions, and improving process efficiency. Adopt advanced solutions for waste recovery and reuse in line with circular economy principles, promote the increased use of recycled and third party verified raw materials, and ensure

the responsible management of atmospheric pollutants to protect local environments. Collaborate with stakeholders to adopt best practices for sustainable materials across the value chain.

- **Hazardous substances:** Ensure the safety of products by minimizing the use of hazardous substances and complying with all applicable chemical regulations, including REACH, RoHS, and all relevant laws.
- **Sustainable product lifecycle:** Design and manufacture products with a focus on sustainability, optimising the use of materials to reduce waste and promote recycling, ensuring our products are durable and energy-efficient across their use phase, and recyclable in their end-of-life phase.
- **Biodiversity:** Protect biodiversity by conducting risk assessments and setting targets in priority areas to work towards no net loss.
- **No Deforestation:** Compliance with EU Regulation 2023/1115 on deforestation-free products, to eliminate deforestation from our supply chain.
- **Environmental awareness:** Promote environmental awareness across all levels of the organisation by engaging employees in sustainability objectives through clear communication, targeted training, and alignment on environmental goals. Ensure that all staff understand the effect of their roles on the company's environmental performance and are equipped to act accordingly.
- **Community and Ecosystem Protection:** Safeguard the health and well-being of local communities by promoting environmental quality, reducing potential effects on surrounding ecosystems and ensuring transparency through open and continuous stakeholder dialogue.
- **Supplier partnerships:** Collaborate with suppliers to enhance the environmental performance of products and processes, recognising that environmental responsibility extends beyond direct operations to encompass the entire network of suppliers, subcontractors, and logistics partners. The supply chain is regarded as a strategic ecosystem, where shared commitment to sustainability, transparency, integrity, and accountability are essential. Partners are expected to uphold the same high environmental and ethical standards defined in our Code of Conduct for suppliers. These principles are embedded in our procurement practices, including supplier qualification, evaluation, and management processes, as well as in contractual terms and conditions.
- **Transparency and Accountability:** Ensure accuracy and openness in our environmental communications. Progress is measured through defined indicators and disclosed in accordance with recognised frameworks. Stakeholders' expectations are regularly assessed and integrated into our environmental strategy.
- **Legal compliance and standards alignment:** Compliance with all applicable environmental laws and regulations in the countries where we operate. We adopt internationally recognised standards, including ISO 14001, as guidance for continuous improvement.

Social responsibility

We strive to maintain a safe working environment where employees can draw upon the tools, support, guidance and empowerment to thrive and grow with Evoca. We are a signatory to the United Nations Global Compact and the principles of the ILO (International Labour Organization).

We have a deep commitment to promote a culture of respect, safety and wellbeing for all our employees by providing them with a healthy, safe, respectful inclusive and empowering workplace environment. It is important that colleagues at Evoca feel they can grow as people, alongside contributing to the growth and

success of the company. It is vital we attract and retain talented, motivated individuals by fostering a thriving environment where people enjoy working. The range of measures we offer our employees to support and enhance their experience of working with Evoca includes initiatives related to welfare, work-life balance, communication and engagement, health and well-being, recreational activities, and training.

Labour and human rights

The present labour and human rights policy establishes the framework for Evoca's commitment to respecting and promoting human rights throughout its value chain, to fair employment practices and our dedication to creating a workplace where all employees feel valued and respected.

This policy applies to all Evoca employees, contractors, interns, on-site temporary workers, suppliers and partners. Evoca is committed to upholding internationally recognised human rights and labour practices, including:

- The United Nations International Bill of Human Rights,
- The ten principles of the United Nations Global Compact, and
- The fundamental conventions of the International Labour Organization (ILO), including the ILO's declaration on the fundamental principles and rights at work.

Our principles and objectives include:

- **Compulsory, child and forced labour:** Evoca rejects all forms of forced labor, slavery, and human trafficking, complying with ILO Convention No. 29. We refrain from employing individuals below the legal minimum age in our operating countries, adhering to ILO Convention No. 138. Employees work voluntarily, and all work terms are provided in a language accessible to them. No employee bears recruitment costs or deposits identification documents as employment conditions.
- **Freedom of association:** Evoca guarantees and respects employees' rights to freedom of association, collective bargaining, and participation in workers' representation bodies without fear of reprisal, complying with local laws and ILO Conventions.
- **Diversity, equity, inclusion, non-discrimination, and non-harassment:** Evoca is committed to promoting an inclusive work culture that values equal participation, thought and opportunity for all individuals and offers a balance between professional and personal priorities. Evoca values all individuals and is committed to providing equal employment opportunities without discrimination based on ethnicity, religion, nationality, gender, physical condition, age, social status, sexual orientation, or any other preferences. We treat all employees fairly and with dignity and recognise diverse perspectives as enriching. We ensure equal opportunities and respect local cultures. There is a zero tolerance in relation to harassment or abuse of any form.
- **Working hours:** We recognise the importance of a work-life balance and the right to rest, ensuring well-being through appropriate working conditions, daily and weekly rest periods, and annual paid leave. Employees shall not, on a regularly scheduled basis, be required to work more than 48 hours per week or exceed 60 hours including overtime. We comply with laws and collective agreements, ensuring workweeks are within local legal limits, with voluntary overtime.
- **Remuneration & living wages:** Employees receive fair and equitable compensation and benefits based on their work, the contractual framework, and country of employment. Our wages meet or exceed local legal minimum wages or those established by collective agreements and regulations in force in the countries where Evoca operates, providing a living wage, that facilitates a sufficient standard of living, and compensating overtime at a higher rate. Salaries are paid according to the

agreed-upon schedules, ensuring timely payment for all employees. We regularly monitor living wage benchmarks, including those published by recognised sources such as livingwages.org, to support our internal assessments and guide continuous alignment with fair remuneration practices.

- **Maternity protection and parental leave:** Evoca considers safeguarding motherhood paramount, including the right to health and safety for working women. In line with the legislation, maternity leave is guaranteed in order to protect mothers in the periods before the birth and for the first months of the newborn's life.
- **Negative event:** In case of a negative event, Evoca commits to provide a fair and legally compliant severance package including access to unemployment benefits, adequate time notice, adherence to all legal requirements and transparent communication.
- **Employee development and trainings:** We invest in continuous learning and development for employees, offering training to build technical and soft skills, along with clear career development pathways to help our people achieve their professional goals and advance within the organisation.
- **Two-way communication on working conditions:** Evoca fosters an open, inclusive work environment where reciprocal exchange of information, ideas, feedback, and concerns are valued and encouraged to foster a better understanding and collaboration. Communication covers working conditions, health and safety, job responsibilities, compensation, benefits, and career development. Key principles include an open and interactive dialogue, mutual respect, transparency, and responsiveness for timely, constructive input and regular feedback between management and employees.
- **Fair recruitment procedure:** Evoca ensures fair recruitment by transparently advertising all vacancies internally and externally with clear job descriptions. We uphold a merit-based selection process, evaluating candidates on skills and experience applying objective criteria. Emphasising diversity, equality, and inclusion, we value varied backgrounds to enhance our workplace. All candidates are treated equal, regardless of thought, race, gender, age, sexual orientation, religion, disability, or any other respective dimension. We prioritise confidentiality, ensuring compliance with privacy regulations to protect candidates' information throughout the recruitment process.
- **Supply chain and human rights due diligence:** All suppliers are expected to comply with our Code of Conduct for suppliers, which reflects the values and commitments outlined in this policy. We implement risk-based due diligence processes to assess and address labour and human rights risks across our value chain, particularly in high-risk and conflict-affected regions.

Well-being, health and safety

Evoca Group is committed to ensuring a safe, healthy, and respectful work environment that protects the physical, psychological, and emotional well-being of all individuals across its operations. Our approach is preventive, inclusive, and proactive, going beyond legal compliance to foster a culture of care, responsibility, and continuous improvement.

This policy applies to all Evoca employees, contractors, interns, and third parties working at our premises. We consider the well-being of individuals a precious asset to be safeguarded, at work, at home and during leisure time promoting a healthy lifestyle.

There to, our principles and objectives include:

- **Accident and illness prevention:** prevent workplace accidents and occupational illnesses by ensuring comprehensive health and safety training for all workers, providing workspaces, equipment, and processes designed and maintained to safeguard health and safety. This includes ergonomics, ventilation, lighting, noise control, and access to clean and safe facilities.
- **Proactive and effective approach:** We systematically identify, assess, and mitigate risks related to workplace health and safety through a combination of engineering, organisational, and behavioural controls aimed at preventing injuries and occupational illnesses. We develop and maintain a comprehensive health and safety action plan, ensuring timely resolution of any issues that may arise. Emergency preparedness—covering evacuation procedures, fire safety, and first aid—is regularly tested, and all personnel are expected to be fully familiar with response protocols.
- **Risk prevention and hazard control:** We systematically identify, assess, and mitigate risks related to workplace health and safety. We implement engineering, organizational, and behavioural controls to prevent injuries and occupational illnesses.
- **Safety culture:** Foster a culture of safety and health awareness among all workers by providing health and safety training and engaging everyone in making their workplace healthy and safe.
- **Positive, health and safe work environment:** Ensure that everyone benefits from a positive workplace able to govern physical and psychological health by managing and reducing stress, noise, or behaviours that could affect an individual's well-being. We support employees in managing work-related stress, provide access to wellness programs, and encourage work-life balance.
- **Legal compliance and standards alignment:** We comply with all applicable occupational health and safety laws and regulations in the countries where we operate. We adopt internationally recognised standards, including ISO 45001, as guidance for continuous improvement.
- **Monitoring and incident management:** All incidents, near misses, and unsafe conditions must be reported and documented. Investigations are conducted to determine root causes and define corrective actions. Indicators and audits are used to track and improve performance.
- **Employee participation and engagement:** We foster open communication and active involvement in H&S initiatives through employee feedback, joint committees, safety walks, and reporting systems.
- **Contractors and Third Parties:** All contractors and third-party service providers must comply with Evoca's safety requirements. Safety expectations are included in contracts and monitored throughout project execution.

Governance

At Evoca, we are committed to the highest standards of corporate governance and ethical conduct. Our ESG governance framework ensures clear accountability, strategic alignment, and effective integration of environmental, social, and governance principles across the Group.

Governance Structure and Responsibilities

Board of Directors

The Board provides strategic oversight and ensures ESG is fully integrated into Evoca's long-term vision. It reviews key ESG matters, validates related policies, and monitors progress through regular updates from the CEO and the ESG Committee.

Chief Executive Officer (CEO)

The CEO holds overall responsibility for ESG at Evoca, approves ESG strategies and policies, and ensures group-wide implementation. The CEO delegates operational oversight to the ESG Committee and engages the Board when strategic decisions are required.

Sustainability Committee

Chaired by the Chief Sustainability Officer and composed of senior leaders from HR, EHS, Marketing, Communications, Legal, Procurement, and Innovation, the Sustainability Committee is responsible for:

- Developing and updating ESG policies, roadmaps, and strategies, including climate related tasks,
- Assessing and managing ESG risks and regulatory developments, including climate related tasks,
- Overseeing ESG performance indicators and reporting processes,
- Coordinating disclosures to ESG rating agencies and stakeholder platforms,
- Ensuring compliance with international frameworks (GRI, SASB, TCFD, CSRD),
- Reporting at least twice per year to the Board, and more frequently to the CEO,
- The Committee meets every two weeks, or more often as needed, and plays a central role in embedding ESG across all areas of the business.

Policies and objectives

- **Bribery, corruption and facilitation payments:** Bribery, corruption, and facilitation payments are strictly prohibited under applicable laws and our anti-bribery and anti-corruption policy. Any act of offering or giving, or promising of offering or giving, something of value to improperly influence a person, whether to gain a business advantage or otherwise, is illegal and intolerable. This includes both direct and indirect payments or advantages to government officials or private individuals. These prohibited acts remain illicit even including failure to influence the recipient. These rules apply universally in all jurisdictions where Evoca operates.
Evoca is committed to preventing bribery, corruption and facilitation payments and applies a zero-tolerance policy to any violations.
- **Conflict of interest:** A conflict of interest arises when there is a private interest that could put at risk the ability to act in the interest of Evoca. Our people must act lawfully, fairly, and honestly towards Evoca, adhering to our code of ethics in all activities and interactions with third parties. Our people avoid conflicts of interest and not exploiting business opportunities for personal gain. In case of a conflict of interest our people inform their managers to resolve the matter appropriately and abstain from related decisions.
- **Fraud:** We commit to preventing any actions that intentionally deceive others to gain an unfair or illegal advantage. Fraud in any form is strictly prohibited. All instances of suspected fraud are reported immediately. We expect our people to act with integrity, honesty and in compliance with prevailing laws and our policies, avoiding any behaviour that could be perceived as fraudulent.
- **Money laundering:** We are committed to preventing money laundering activities and have adopted an anti-money laundering and anti-tax evasion policy. Our people comply therewith and with applicable laws and regulations, report any suspicious activities instantly, and ensure proper third parties' due diligence across all transactions. Regular training is provided to all Evoca's staff affected by the compliance with prevailing money laundering laws and regulations.

- **Anticompetitive practices:** We are committed to fair competition and prohibit any anti-competitive practices. Our people comply with antitrust laws and avoid actions such as price-fixing, bid-rigging, or market allocation. Any suspicious activity is reported instantly.
- **Personal data protection:** We are fully aware of the greater importance personal data, and its protection has and dedicate our utmost effort to complying with the relevant laws and regulations. To this extent, we have adopted the general model for protection of personal data, encompassing all the Evoca companies and affiliates located in the EU. Our data protection committee, the central body set up at Evoca S.p.A. is tasked with establishing data protection guidelines across the entire Evoca Group, including several procedures aimed at guaranteeing compliance with personal data protection laws. We are committed to the responsible management of personal data. Periodic training is delivered to our people to raise and maintain awareness on this important area.
- **Information security:** We prioritise the security and confidentiality of all information and have adopted a set of dedicated policies and procedures. Our people are required to strictly adhere thereto to prevent cybercriminal attacks that can encompass unauthorized access, disclosure, theft, modification or freeze of data to target to obtain a ransom.
We are committed to responsible management of confidential information. Periodic training is provided to our people to foster awareness and sensitivity across this field. Any breaches or suspicious activities are reported instantly for swift resolution.
- **Whistleblowing policy:** Respecting the law and the Evoca code of ethics is paramount to us. We support and encourage reporting of potential misconduct or violations of laws through our dedicated whistleblowing channel, in line with EU Directive 2019/1937 ("Whistleblowing Directive") and national regulations. Reports can be submitted anonymously, ensuring confidentiality and protection from retaliation. Details on how the whistleblower process works are published in our whistleblowing policy, available to all employees and stakeholders via our internet portal.

Sustainable procurement policy

We believe social responsibility extends to our entire supply chain and business partners. We expect such partners to share our commitment to ethical practices, sustainability, and social responsibility. By collaborating with like-minded organizations, we aim to drive positive change. Our sustainable procurement policy outlines our expectations and principles.

Large supply chains can often disguise worker exploitation, corruption, and environmental damage. How we direct our spending reflects our values and affects the regions we operate in. Evoca uses its influence to promote positive change through sustainable and ethical procurement.

We recognise that sustainable procurement practices are essential for minimising environmental and social effects and for ensuring the highest standards of product quality and integrity. Our commitment to sustainability is firmly integrated into our quality management processes to deliver products and services that meet and exceed customer expectations and at the same time uphold our environmental and social responsibility goals.

We target to create a sustainable supply chain by working with suppliers who share our ESG commitments, including the continuous review and improvement of our sustainable procurement practices to adapt to evolving environmental, social, and regulatory frameworks.

This includes a regular assessment of our supply chain, the identification of improvement opportunities, and

the implementation of corrective actions.

We recognise the importance of training and raising awareness among employees and suppliers to foster a culture of sustainability and ethical conduct.

By closely collaborating with our suppliers, we strive to drive positive change by fostering our principles and objectives:

- **Supplier code of conduct:** Our expectation of each of our suppliers is an understanding and acknowledgement of our code of conduct, and adherence to the principles therein: Fairness, conflict of interest and fair competition, business information and protection of personal data, anti-money-laundering, safeguarding of human rights and human resources, protection of whistleblowers, safety at work, environmental preservation, compliance with laws, particularly in relation to export control and conflict minerals.
- **Environmental protection:** We qualify suppliers who adopt responsible environmental protection policies.
- **Labour and human rights:** We qualify suppliers that safeguard the health and safety of employees, prevent all forms of modern slavery, child labour and workplace discrimination and commit to pay legal minimum wages.
- **Conflict minerals:** Our suppliers are requested to comply with our conflict mineral policy, including that the minerals used in our products are sourced responsibly and are free of conflicts or human rights abuses in potentially conflict-affected and high-risk areas.

General considerations

Obligation to report and investigation

Our people report suspected breaches of the policy and local laws or customs to the legal department of Evoca at: compliance@evocagroup.com.

Our people use the whistleblowing channel available at the following address: <https://evocagroup.integrityline.com>, ensuring confidentiality and allowing for anonymous reporting, where possible. Evoca ensures non-retaliation to safeguard whistleblowers from adverse consequences.

Investigations are conducted confidentially by a dedicated person appointed by the legal department, with broad authority to interview individuals, access documents, and delegate tasks.

Upon completion, a detailed report is sent to the legal department.

In the case of a confirmation of a violation, corrective procedures and actions implemented by the relevant functions; otherwise, such cases are archived for a period of 10 years.

Consequences of a violation of the policy

Sanctions for breach of the policy may entail subjection to disciplinary action, up to and including dismissal from the employee's position within Evoca.

A violation by third parties of this policy may lead to a termination of their contractual relationship with Evoca and to this latter seeking possible damages from the infringing third party.

Status and revision of the policy

This policy is an integral part of Evoca code of ethics, which sets out our core principles on how we conduct business.

This policy sets out Evoca's global minimum standards on all topics ESG.

Local laws and regulations may set more stringent requirements, in which case these stricter local

requirements need to be implemented by the local organization to ensure the group remains free of conflict with this policy.

Our ESG policy goes along and should be appreciated in conjunction with the other policies previously outlined.

Implementation and oversight of the policy

The Sustainability Committee oversees the implementation of this policy and reviews progress on an annual basis.

Line managers are responsible for integrating sustainability principles into daily operations, with support from functional leads (e.g. HSE, HR, Procurement, R&D).

All Evoca employees are expected to act in accordance with this policy and report any concerns through appropriate internal channels.

Policy Ownership and Review

This ESG Policy Framework is maintained by the Sustainability Committee. It is formally approved by the CEO and submitted to the Board of Directors for final validation. Once approved, the policy is published on our website and periodically reviewed to ensure it remains aligned with evolving regulatory requirements, stakeholder expectations, emerging sustainability challenges, and the strategic priorities of the business.

Monitoring and reporting

Compliance is monitored at global, regional, and site levels, and findings are used to drive continuous improvement. We publicly report our performance in our ESG disclosures, i.e. our Sustainability Report, and in dedicated sections in our website.

Note to employees

Should you have any enquiries or questions or regarding our ESG policy, please contact the sustainability committee or the legal department of Evoca at sustainability_committee@evocagroup.com.

Appendix A – Targets and timelines

Environment

Topic	Reference year	Target value	Target Year	Comments
Scope 1 (abs)	2022	-42%	2030	SBTi approved targets
Scope 2 (abs)	2022	-42%	2030	SBTi approved targets
Scope 3 (abs)	2022	-42%	2030	SBTi approved targets
Energy	na	100% renewable in all manufacturing sites	2025	
Energy	2025	-10%	2028	
Water	2023	-10%	2028	
Air pollution	na	zero non conformities	na	Yearly emission analysis
Waste to landfill	2023	<=2%	2030	
LCA on product families	na	100%	2030	
Product recyclability at end of life		>95%	2030	
Customer H&S	na	0 incidents	na	
Biodiversity: no net loss- action plan for manufacturing sites	2025	100%	2030	
Resource use	na	25% recycled materials in our products	2026	

Well-being, health and safety

Topic	Reference year	Target value	Target Year	Comments
Work- related accident	2022	-50%	2030	
Design and manage employee survey	2022	every 2 years		
Average training hours on H&S	2023	+20%	2030	

Labour and human rights

Topic	Reference year	Target value	Target Year	Comments
# cases of child and forced labour	na	0 cases	na	
# cases of discrimination	na	0 cases	na	
Training on diversity, equity, inclusion coverage	2022	75%	2030	
Remuneration in line with living wage	na	100% employee	na	
% employee covered by collective bargaining agreement	na	>= 60%	na	
Average training hours	2023	+25%	2030	
# internal career advancement	2023	+15%	2030	
Female representation in management roles	2023	+20%	2030	

Governance

Topic	Reference year	Target value	Target Year	Comments
# confirmed cases of corruption	na	0 cases	na	
# confirmed cases of information security breaches	na	0 cases	na	
# significant fines related to environmental violation	na	0 cases	na	
% employee trained on conflict of interest (non-production)	na	100%	2030	
% employee trained on fraud (non production)	na	100%	2030	
% employee trained on money laundering (non production)	na	100%	2030	
% employee trained on anti-competitive practices (non production)	na	100%	2030	
% employee trained on business ethics	na	100%	2030	
Operations assessed for information security risk	na	100%	2030	

Sustainable procurement

Topic	Reference year	Target value	Target Year	Comments
% targeted suppliers acknowledged supplier code of conduct	na	>80%	2025	
% of buyers/ procurement personnel completing sustainable procurement training	na	100%	2025	
% by spend, suppliers assessed for ESG	2023	>90%	2030	
% targeted suppliers audited for conflict minerals	na	>80%	2030	